

Jobs Requiring On-The-Job or Vocational Training

Rhode Island's Outlook for 2012

Employment in Rhode Island is projected to grow at all education and skill levels, from jobs requiring on-the-job training to those requiring advanced degrees. During the projection period, it is estimated that employers will need to find workers to fill over 178,000 job openings. Job openings result from the need to replace workers who leave an occupation and from the need to fill vacancies created by business expansion. Nearly one-third of the projected job openings is attributed to the economic growth that is expected to occur during the projection period. The remaining job openings are due to replacement needs resulting from employee turnover. Nearly two-thirds of the job openings that are expected during the ten-year projection period are likely to occur among jobs requiring on-the-job or vocational training.

Job openings requiring short-term on-the-job training are projected to grow at near average rates and will account for over 40 percent of the expected job openings estimated for the projection period. Workers in this group generally achieve average job performance after a short demonstration or up to one month of on-the-job training or instruction. Hourly wages range from a high of \$22.18 for Postal Service Mail Carriers to a low of a \$7.01 for Waiters and Waitresses. The average median hourly wage for workers in this group was \$10.06.

The moderate-term on-the-job training category includes occupations in which workers can develop the skills needed after one to twelve months of combined on-the-job experience and informal training. Median hourly wages range from a high of \$28.01 earned by Sales Representatives in Wholesale and Manufacturing to a low of \$7.98 for Laundry and Dry Cleaning Workers. The average median hourly wage for workers in this group was \$14.18.

Included in the long-term on-the-job training group are occupations that require more than 12 months of on-the-job

training or instruction, apprenticeship programs and employer sponsored training. Median hourly wages range from a high of \$26.15 for Plumbers, Pipefitters and Steamfitters to a low of \$10.82 for Bakers. The average median hourly wage for workers in this group was \$16.42.

Occupations requiring vocational training include those that require completion of an organized program of study of anywhere from a few weeks to a year that results in certification. Some occupations require an examination to be certified. Median hourly wages range from a high of \$30.38 for Electronic Home Entertainment Equipment Installers and Repairers to a low of \$7.31 for Barbers. The average median hourly wage for workers in this group was \$15.75.

Many of the jobs in the short-term on-the job training group generally attract a higher proportion of young and part-time workers and have high turnover rates. However, they also provide opportunities for individuals who do not have or do not wish to pursue a formal education. Occupations found in Retail Trade, Food Services and Health Care have the added advantage of non-traditional work schedules, a benefit for those in school or with childcare issues. In addition, wages for Waiters/Waitresses, Bartenders and Dining Room Attendants (Bus Persons) are heavily influenced by gratuities and vary greatly by type of restaurant.

Entry level occupations found in many Health Care Facilities, such as Nursing Aides, Orderlies & Attendants also have the added advantage of non-traditional work schedules as well as benefits packages that include health care and tuition reimbursement. Many entry-level jobs in Retail Trade, Construction and Manufacturing have the potential to lead to advancement, since the main requirement for the first-line supervisors in those industries is often related work experience.

Employment in Jobs Requiring On-The-Job or Vocational Training

	2002 Estimated Employment	2012 Projected Employment	Openings due to Growth	Openings Due to Replacement	Total Projected Openings
Total Employment*	505,561	563,909	58,348	120,030	178,378
Employment in Jobs Requiring On-the-					
Job or Vocational Training	344,356	375,917	31,561	88,601	120,162
Short-Term On-the-Job Training	180,963	200,530	19,567	54,313	73,880
Moderate-Term On-the-Job Training	104,587	109,999	5,412	21,762	27,174
Long-Term On-the-Job Training	34,625	38,123	3,498	7,570	11,068
Vocational Training	24,181	27,265	3,084	4,956	8,040

* Includes wage and salary workers, self-employed, unpaid family members, agricultural, and private household workers
 Revised May 2005 to include self-employed workers by training level.

Jobs Requiring Short-Term On-The-Job Training

Occupational Title	Employment			Annual		Median Wage
	2002	2012	Growth	Replacement	Total	
Waiters & Waitresses	10,223	12,646	242	526	768	\$ 7.01
Cashiers	10,616	12,063	145	517	661	\$ 8.00
Retail Salespersons	13,572	15,206	163	493	657	\$ 9.09
Combined Food Preparation & Serving Workers	7,277	9,298	202	315	518	\$ 7.86
Nursing Aides, Orderlies, & Attendants	7,205	8,818	161	94	256	\$11.43
Laborers & Freight, Stock, & Material Movers, Hand	7,075	6,730	-	231	231	\$10.51
Counter, Cafeteria, & Concession Attendants	2,657	3,178	52	173	226	\$ 7.64
Office Clerks, General	8,535	8,889	35	189	224	\$11.29
Stock Clerks & Order Fillers	5,966	5,407	-	221	221	\$ 9.10
Janitors & Cleaners	7,118	7,770	65	135	200	\$10.37
Child Care Workers	4,698	5,150	45	128	173	\$ 8.85
Food Preparation Workers	3,043	3,668	63	108	170	\$ 8.54
Receptionists & Information Clerks	3,616	4,405	79	89	168	\$11.10
Home Health Aides	3,068	4,176	111	40	151	\$10.77
Maids & Housekeeping Cleaners	4,012	4,649	64	84	148	\$ 9.35
Bartenders	2,809	3,168	36	111	147	\$ 7.59
Landscaping & Groundskeeping Workers	4,539	4,929	39	99	138	\$10.24
Dishwashers	2,477	2,814	34	84	117	\$ 7.47
Security Guards	3,160	3,601	44	69	113	\$10.28
Tellers	1,699	1,935	24	84	107	\$11.37
Counter & Rental Clerks	1,682	1,965	28	64	93	\$11.14
Dining Room, Cafeteria & Bartender Helpers	1,727	2,015	29	58	87	\$ 7.41
Personal & Home Care Aides	1,743	2,305	56	28	84	\$11.33
Cooks, Fast Food	1,807	1,998	19	56	75	\$ 7.86
Truck Drivers, Light or Delivery Services	3,855	4,236	38	35	74	\$12.51
Packers & Packagers, Hand	3,546	3,456	-	66	66	\$ 8.16
Shipping, Receiving, & Traffic Clerks	3,040	2,742	-	62	62	\$12.04
Bus Drivers, School	1,644	1,822	18	36	54	\$11.28
Protective Service Workers, All Other	693	745	5	48	53	\$10.36
Hosts: Restaurant, Lounge, & Coffee Shop	927	1,138	21	30	51	\$ 8.20
Postal Service Mail Carriers	1,303	1,363	6	41	47	\$22.18
Service Station Attendants	654	786	13	29	43	\$ 8.21
Cooks, Short Order	901	1,025	12	28	40	\$ 8.80
Helpers—Production Workers	1,385	1,269	-	39	39	\$ 8.88
Cleaners of Vehicles & Equipment	837	917	8	29	37	\$ 9.28
Sorters & Processing Machine Operators, Postal	1,293	1,218	-	34	34	\$19.09
Amusement & Recreation Attendants	580	754	17	17	34	\$ 8.02
Telemarketers	1,800	1,559	-	30	30	\$10.07
Food Servers, Nonrestaurant	632	713	8	21	29	\$ 8.24
Driver/Sales Workers	1,513	1,559	5	25	29	\$ 8.39
Personal Care & Service Workers	556	727	17	12	29	\$10.15
Bill & Account Collectors	802	942	14	15	29	\$13.55
Library Technicians	592	656	6	22	28	\$14.37
Court, Municipal, & License Clerks	1,109	1,136	3	25	27	\$15.47
Library Assistants, Clerical	492	565	7	20	27	\$10.30
File Clerks	901	857	-	27	27	\$11.17
Industrial Truck & Tractor Operators	1,295	1,316	2	25	27	\$13.27
Helpers—Installation, Maintenance, & Repair	442	544	10	15	25	\$10.80
Interviewers, Except Eligibility & Loan	481	603	12	12	25	\$13.18

These jobs require a short demonstration or up to 1 month of on the job training or instruction

Jobs Requiring Moderate On-The-Job Training

Occupational Title	Employment		Growth	Annual Replacement	Total	Median Wage
	2002	2012				
Customer Service Representatives	7,711	9,101	139	115	254	\$13.32
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	6,041	6,565	52	159	211	\$21.20
Bookkeeping, Accounting, & Auditing Clerks	8,238	8,301	6	154	161	\$14.99
Social & Human Service Assistants	2,116	3,200	108	37	146	\$11.62
Secretaries, Except Legal, Medical, & Executive	7,361	6,931	-	141	141	\$13.61
Truck Drivers, Heavy & Tractor-Trailer	4,868	5,407	54	80	133	\$16.28
Executive Secretaries & Administrative Assistants	5,164	5,472	31	99	130	\$17.27
Construction Laborers	3,482	4,272	79	46	125	\$15.12
Team Assemblers	4,808	3,982	-	124	124	\$9.29
Maintenance & Repair Workers, General	3,554	3,969	42	68	110	\$15.72
Medical Assistants	1,528	2,253	73	28	101	\$10.91
Dental Assistants	1,090	1,404	31	31	62	\$15.80
Laundry & Dry-Cleaning Workers	1,409	1,564	16	38	54	\$7.98
Painters, Construction & Maintenance	1,600	1,856	26	24	50	\$15.38
Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products	1,203	1,323	12	32	44	\$28.01
Billing & Posting Clerks & Machine Operators	2,087	2,102	2	35	37	\$12.94
Extruding & Drawing Machine Setters, Operators, & Tenders, Metal & Plastic	1,035	858	-	35	35	\$14.62
Inspectors, Testers, Sorters, Samplers, & Weighers	1,466	1,269	-	33	33	\$12.37
Cutting, Punching, & Press Machine Setters, Operators, & Tenders, Metal & Plastic	1,386	1,108	-	32	32	\$9.99
Production Workers, All Other	1,292	1,163	-	31	31	\$11.41
Pharmacy Technicians	990	1,167	18	13	31	\$10.51
Sheet Metal Workers	603	748	15	15	29	\$21.74
Word Processors & Typists	1,196	900	-	26	26	\$15.22
Cooks, Institution & Cafeteria	821	825	0	25	26	\$12.47
Roofers	518	649	13	12	25	\$16.87
Operating Engineers & Other						
Construction Equipment Operators	527	642	12	14	25	\$22.86
Data Entry Keyers	1,047	927	-	25	25	\$11.65
Parts Salespersons	841	825	-	24	24	\$13.65
Insurance Claims & Policy Processing Clerks	1,491	1,473	-	24	24	\$14.85
Payroll & Timekeeping Clerks	733	771	4	19	23	\$14.52
Molding, Coremaking, & Casting Machine Setters, Operators, & Tenders, Metal & Plastic	818	629	-	20	20	\$10.62

Workers can develop the skills needed for these jobs after one to twelve months of combined on-the-job experience and informal training

Jobs Requiring Long-Term On-The-Job Training

Occupational Title	Employment		Growth	Annual Replacement		Median Wage
	2002	2012		Total		
Carpenters	5,320	6,272	95	87	182	INA
Cooks, Restaurant	2,929	3,588	66	91	157	\$10.90
Plumbers, Pipefitters, & Steamfitters	2,320	2,669	35	53	88	INA
Electricians	1,936	2,326	39	38	77	\$22.64
Police & Sheriff's Patrol Officers	1,892	1,966	7	49	56	\$22.12
Fire Fighters	1,446	1,487	4	42	46	\$20.34
HVAC Mechanics & Installers	787	1,065	28	11	38	\$17.92
Machinists	1,545	1,377	-	36	36	\$16.50
Bakers	972	1,088	12	23	34	\$10.82
Automotive Body & Related Repairers	749	914	17	15	32	\$14.93
Photographers	889	1,020	13	18	31	\$12.20
Telecommunications Line Installers & Repairers	617	748	13	17	30	\$24.21
Claims Adjusters, Examiners, & Investigators	1,436	1,531	10	18	27	\$23.59
Welders, Cutters, Solderers, & Brazers	921	905	-	26	26	\$13.05
Cabinetmakers & Bench Carpenters	630	668	4	16	20	\$14.60
Compliance Officers, Except Agriculture, Construction, Health & Safety, & Transportation	583	634	5	14	19	\$25.86
Coaches & Scouts	494	567	7	10	17	\$40,680
Telecommunications Equipment Installers & Repairers, Except Line Installers	478	515	4	10	14	INA
Musicians & Singers	468	505	4	10	14	INA
Tool & Die Makers	586	448	-	13	13	\$19.74
Water & Liquid Waste Treatment Plant & System Operators	298	325	3	10	13	\$17.31
Structural Iron & Steel Workers	371	417	5	7	12	\$20.29
Brickmasons & Blockmasons	306	373	7	5	11	\$23.14
Motorboat Mechanics	236	289	5	6	11	\$16.15
Plasterers & Stucco Masons	285	343	6	5	11	\$18.64

These occupations require more than 12 months of on the job training, apprenticeship programs and employer sponsored training.

Jobs Requiring Post Secondary Vocational Training

Occupational Title	Employment		Growth	Annual Replacement		Median Wage
	2002	2012		Total		
Automotive Service Technicians & Mechanics	3,167	3,709	54	84	139	\$16.18
Hairdressers, Hairstylists, & Cosmetologists	2,714	3,166	45	52	98	INA
Licensed Practical & Licensed Vocational Nurses	2,241	2,534	29	49	78	\$19.88
Medical Secretaries	2,667	2,875	21	51	72	\$14.35
Fitness Trainers & Aerobics Instructors	1,075	1,415	34	25	59	\$9.53
Preschool Teachers, Except Special Education	1,355	1,633	28	16	44	\$13.18
Appraisers & Assessors of Real Estate	788	947	16	17	33	\$19.89
Legal Secretaries	766	894	13	15	28	\$16.86
Manicurists & Pedicurists	542	678	14	11	24	INA
Jewelers & Precious Stone & Metal Workers	1,186	938	-	24	24	\$11.17
Bus & Truck Mechanics & Diesel Engine Specialists	528	599	7	14	21	\$19.35
Emergency Medical Technicians & Paramedics	550	692	14	6	21	\$15.98
Real Estate Sales Agents	865	882	2	17	19	INA
Massage Therapists	335	445	11	7	18	INA
Architectural & Civil Drafters	433	440	1	12	13	\$21.63
Travel Agents	559	379	-	13	13	\$13.67
Security & Fire Alarm Systems Installers	290	359	7	6	12	\$14.84
Electrical Repairers, Commercial & Industrial Equip.	246	297	5	5	11	\$20.79
Skin Care Specialists	235	291	6	5	10	INA
Medical Transcriptionists	337	376	4	6	10	\$14.50

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